

CONTENT AREA

Reinstated Employees (Rehired Employees)

ISSUE/QUESTION

When do benefits become effective for a reinstated employee?

ANSWER

If more than 30 days has passed between when the employee was terminated and subsequently reinstated:

- Benefits are effective the first of the month following the date the employee was reinstated, provided the employee enrolls within 30 days of reinstatement.

If less than 30 days has passed between when the employee was terminated and subsequently reinstated:

- The employee retains the original effective date of benefits coverage and is responsible for paying any missed employee premium deductions.

AUTHORITY

Arizona Department of Administration Policy

ISSUED

June 18, 2003